



Teacher-Librarian Statewide Performance Evaluation Framework

State Board of Education Meeting

October 6, 2016

Agenda Item #9

NRS 391.675

Evaluations of counselors, librarians and certain other licensed educational personnel.

- The State Board may provide for evaluations of counselors, **librarians** and other licensed educational personnel, except for teachers and administrators, and determine the manner in which to **measure the performance of such personnel**, including, without limitation, whether to use **pupil achievement data as part of the evaluation**.

Previous Board Decision

11-12-15

Teachers and Leaders Council (TLC) Recommendation:

A statewide performance evaluation
for school librarians be developed and recommended
to the State Board, using the TLC recommended
criteria for practice and student outcomes.

Teacher-Librarian Work Group

- NDE created and facilitated the work group to provide recommendations to the TLC regarding the statewide performance evaluation framework for school librarians
- Work Group members consist of elementary, middle school and high school building administrators and teacher-librarians from Clark, Elko, and Washoe County School Districts

TLC Directive to Work Group

- **Teacher NEPF Instructional Standards**-Keep as is, but modify to include the collaborative role of many Teacher-Librarians
- **Professional Responsibilities Standards**-Develop to reflect national school librarian standards and embed family engagement and student perception
- **Student Performance Weights**-Keep the same as in Teacher NEPF

Definition

Teacher-Librarians are teachers that hold a valid teaching license with a school library media specialist endorsement (NAC 391.255) and are working in a school library.



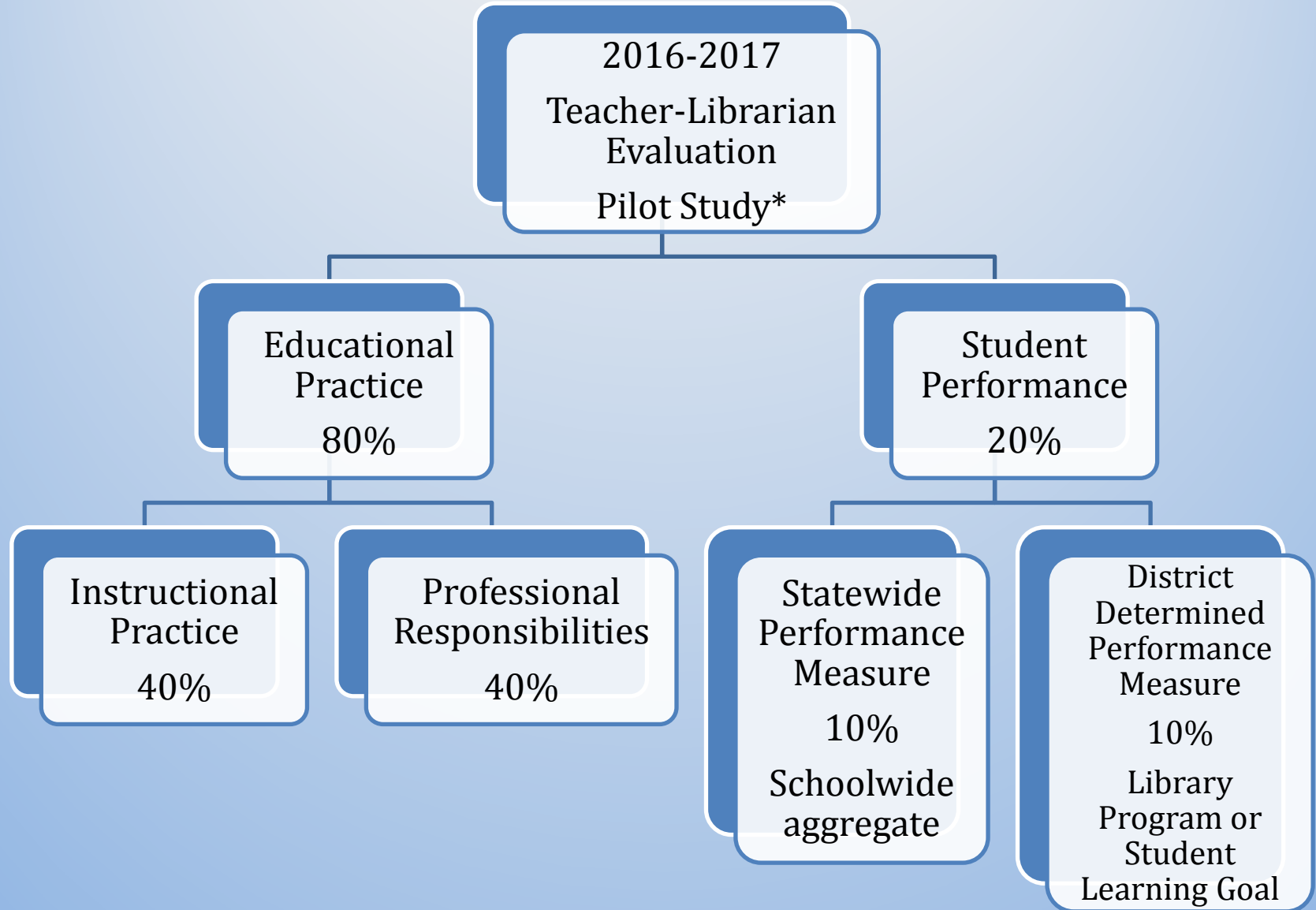
TLC Approved and Recommended Instructional Practice Standards

- No change to existing standard language
- Modified Indicator language to allow for the collaborative role of a Teacher-Librarian
- Identified American Association of School Librarians (AASL) Standards that align with each indicator or standard
- Identified additional mandatory and confirmatory evidence sources for some indicators
- Added “learner” to some evidence sources to allow the instruction a Teacher-Librarian provides to colleagues to be used as evidence for some indicators

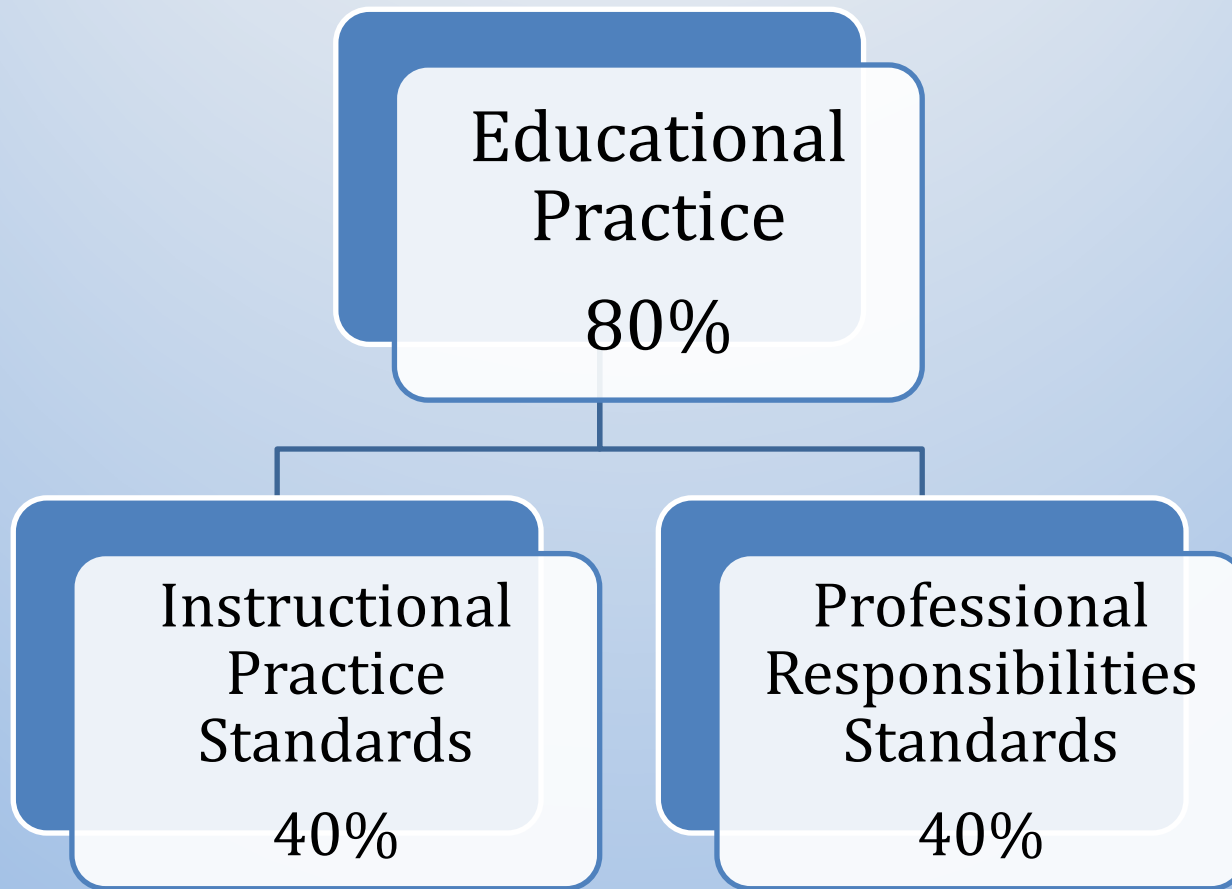
TLC Approved and Recommended Teacher-Librarian Professional Responsibilities Standards

1. COLLECTION AND INFORMATION ACCESS
2. LIBRARY ENVIRONMENT
3. PROGRAM PLANNING AND MANAGEMENT
4. SCHOOL COMMUNITY AND FAMILY ENGAGEMENT
5. PROFESSIONALISM AND GROWTH

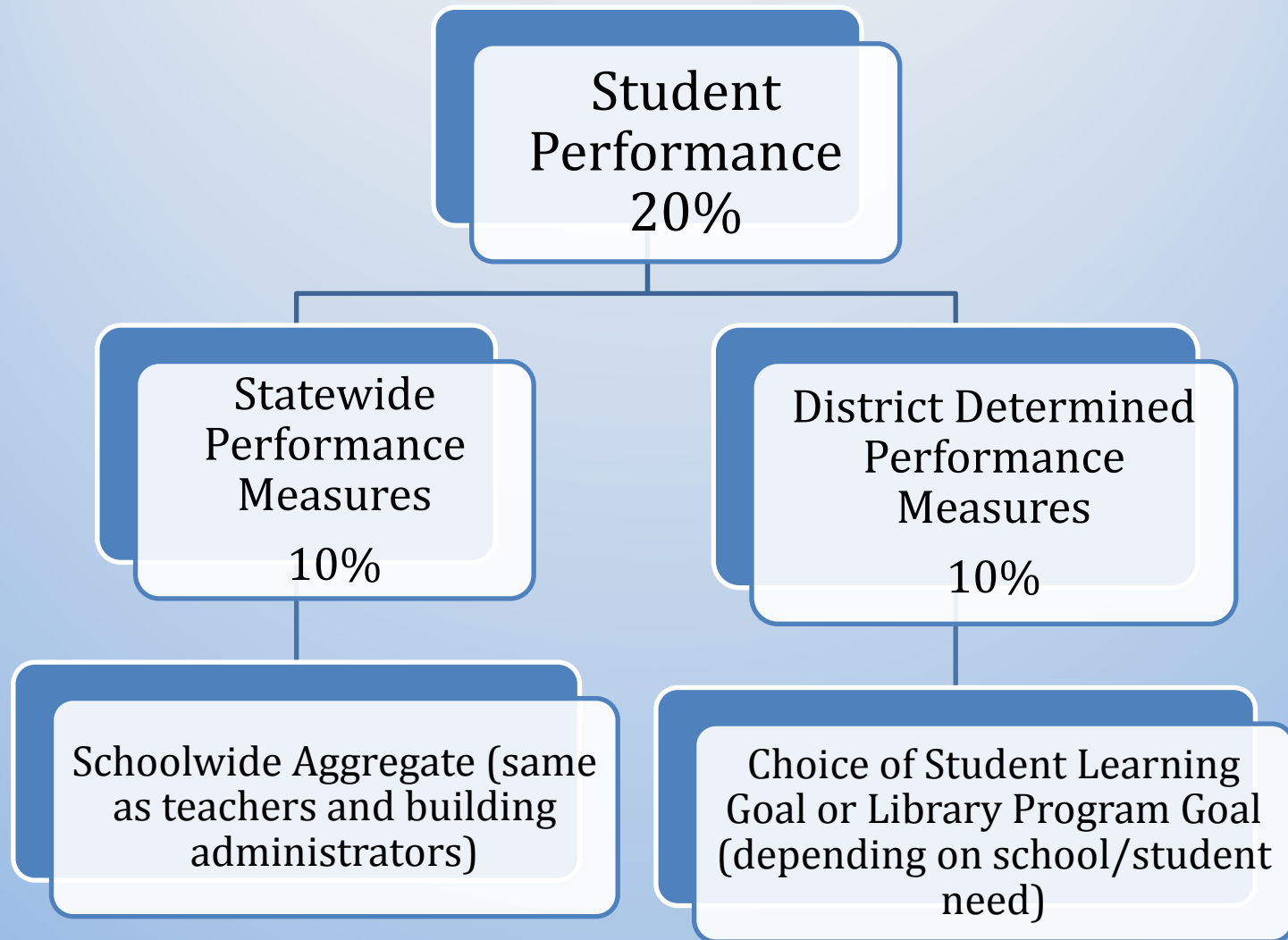
Recommended Teacher-Librarian Performance Evaluation Framework



Recommended Educational Practice Category Weights



Recommended Student Performance Category



Summary of Recommendations & Possible Motion for Board Adoption

TLC recommends to the State Board of Education that the Statewide Teacher-Librarian Evaluation Framework includes:

- Proposed Teacher-NEPF Standards and Indicators for use in the statewide Teacher-Librarian performance evaluation (as shown)
- Proposed Teacher-Librarian Professional Responsibilities Standards and Indicators (as shown)
- Same NEPF Educational Practice and Student Performance Category weights as teachers and building administrators
- Equal weighting of the Instructional Practice and Professional Responsibilities Domains
- Choice of using Student Learning Goal or Library Program Goal

AND

- Full implementation in the 2017-2018 school year (with the 2016-2017 school year to serve as a pilot study year)